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2017

VCU's Faculty Status Report - November 2017

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The Status of the Faculty: Fall 2017

Provost's Report to Faculty Senate

December 2017



VCU

A key goal of VCU's strategic plan is a commitment to the recruitment, retention, and support of talented and diverse faculty, who represent the core of the university's vision



- *Refocused Quest for Distinction, Theme I, Goal 2. states:*
 - *Recruit and retain progressive and diverse faculty, staff and senior leadership with the skills and talents to advance quality teaching and learning, along with high impact research, scholarship and creative expression*

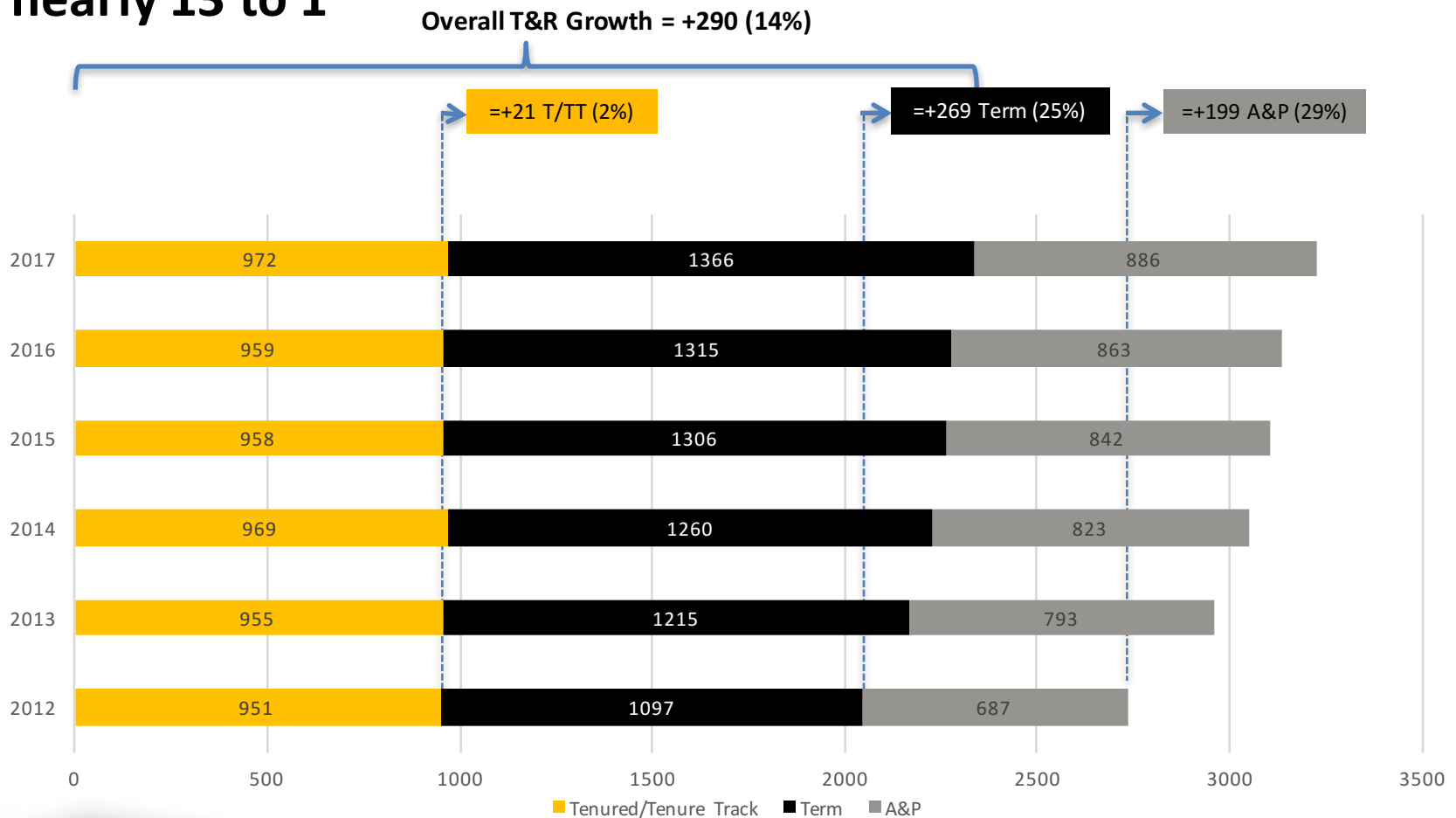
Since Fall 2012, T&R faculty numbers have increased more than 14%, from 2,048 to 2,338; during this same period, A&P faculty have increased 29%, driven primarily by growth in professional faculty

Total Full-time Faculty Headcount ¹
Fall 2012 to Fall 2017

Fall	2012	2013	2014	2015	2016	2017	5-year Change	
							#	%
T&R ¹	2,048	2,170	2,229	2,264	2,275	2,338	290	14%
A&P	687	793	823	842	863	886	199	29%
Total	2,735	2,963	3,052	3,106	3,138	3,224	489	18%

¹ Teaching and Research faculty includes Tenured, Tenure-Track and Term faculty.
 Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Growth in number of T&R faculty has not been proportionate between Term and Tenured/Tenure-Track faculty. Term faculty growth outpaced the growth in tenured/tenure-track faculty by nearly 13 to 1



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Tenure-eligible faculty accounted for 16% and term faculty 48% of new and replacement hires between August 2016 and 2017

Faculty Recruitment by Campus and Category

August 17, 2016 to August 16, 2017

Faculty Hired		Number	Percentage
Monroe Park Campus	Administrative	14	4%
	Term	69	19%
	Professional	99	27%
	Tenure eligible	50	13%
	Sub-Total MP Campus	232	63%
Medical Campus	Administrative	5	1%
	Term	98	27%
	Professional	11	3%
	Tenure eligible	11	3%
	Sub-Total MCV Campus	125	34%
Qatar Campus	Term	6	2%
	Professional	4	1%
	Total VCU	367	100%

Source: Office of Faculty Recruitment & Retention, "Faculty Hiring Data: Requests to Offer 2016-2017 at a Glance"; provisional data as of 9/6/2017.

URM¹ faculty in fall 2017 account for nearly 10% of all T&R faculty, up from 8.4% in fall 2012

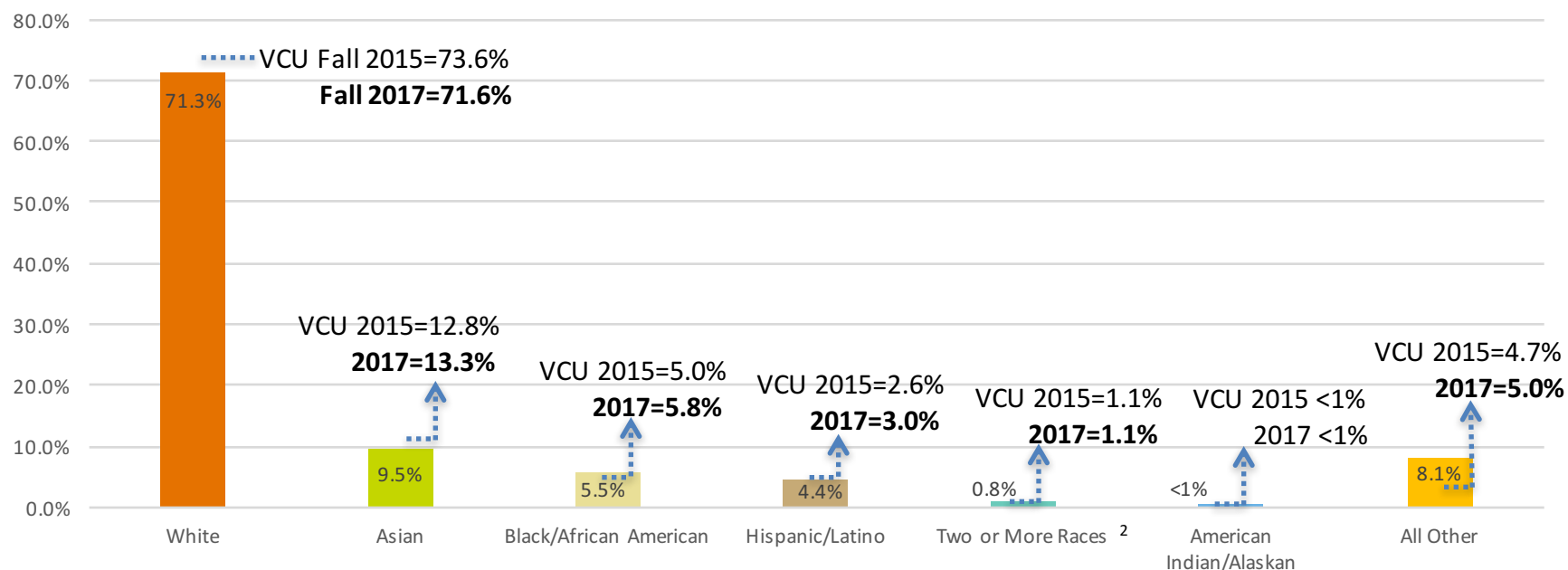
Teaching & Research Full-Time Faculty Race/Ethnicity Trends *Fall 2012 to Fall 2017*

Race/Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	2012-2017 Difference	2012-2017 % Change
American Indian/Alaskan	5	4	5	5	5	4	-1	-20.0%
Black/African American	96	107	105	113	120	136	40	41.7%
Hawaiian/Pacific Islanders	1	1	1	1	1	1	--	--
Hispanic/Latino	55	56	57	58	61	70	15	27.3%
Two or More Races	16	15	17	17	17	15	-1	-6.3%
Total URM Faculty¹	173	183	185	194	204	226	53	30.6%
URM Faculty % of Total T&R Faculty	8.4%	8.4%	8.3%	8.6%	9.0%	9.7%	1.2%	--
Asian	232	268	289	289	293	311	79	34.1%
International	67	71	73	83	97	98	31	46.3%
Two or More Races (excluding URM)	6	9	10	9	10	11	5	83.3%
Unknown	22	24	19	22	26	19	-3	-13.6%
White	1,548	1,615	1,653	1,667	1,644	1,673	125	8.1%
Total Non-URM Faculty	1,875	1,987	2,044	2,070	2,070	2,112	237	12.6%
Non-URM Faculty % of Total T&R Faculty	91.6%	91.6%	91.7%	91.4%	91.0%	90.3%	-1.2%	--
Total T&R Faculty	2,048	2,170	2,229	2,264	2,275	2,338	290	14.2%
Black/African American % of Total T&R Faculty	4.7%	4.9%	4.7%	5.0%	5.3%	5.8%	1.1%	--
Hispanic/Latino % of Total T&R Faculty	2.7%	2.6%	2.6%	2.6%	2.7%	3.0%	0.3%	--
White % of Total T&R Faculty	75.6%	74.4%	74.2%	73.6%	72.3%	71.6%	-4.0%	--

¹ Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.
Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

The most recent national statistics on the composition of full-time faculty at U.S. degree-granting institutions provides benchmarks for VCU

Full-time Faculty in U.S. Degree-granting Institutions By Race / Ethnicity¹ *Fall 2015*

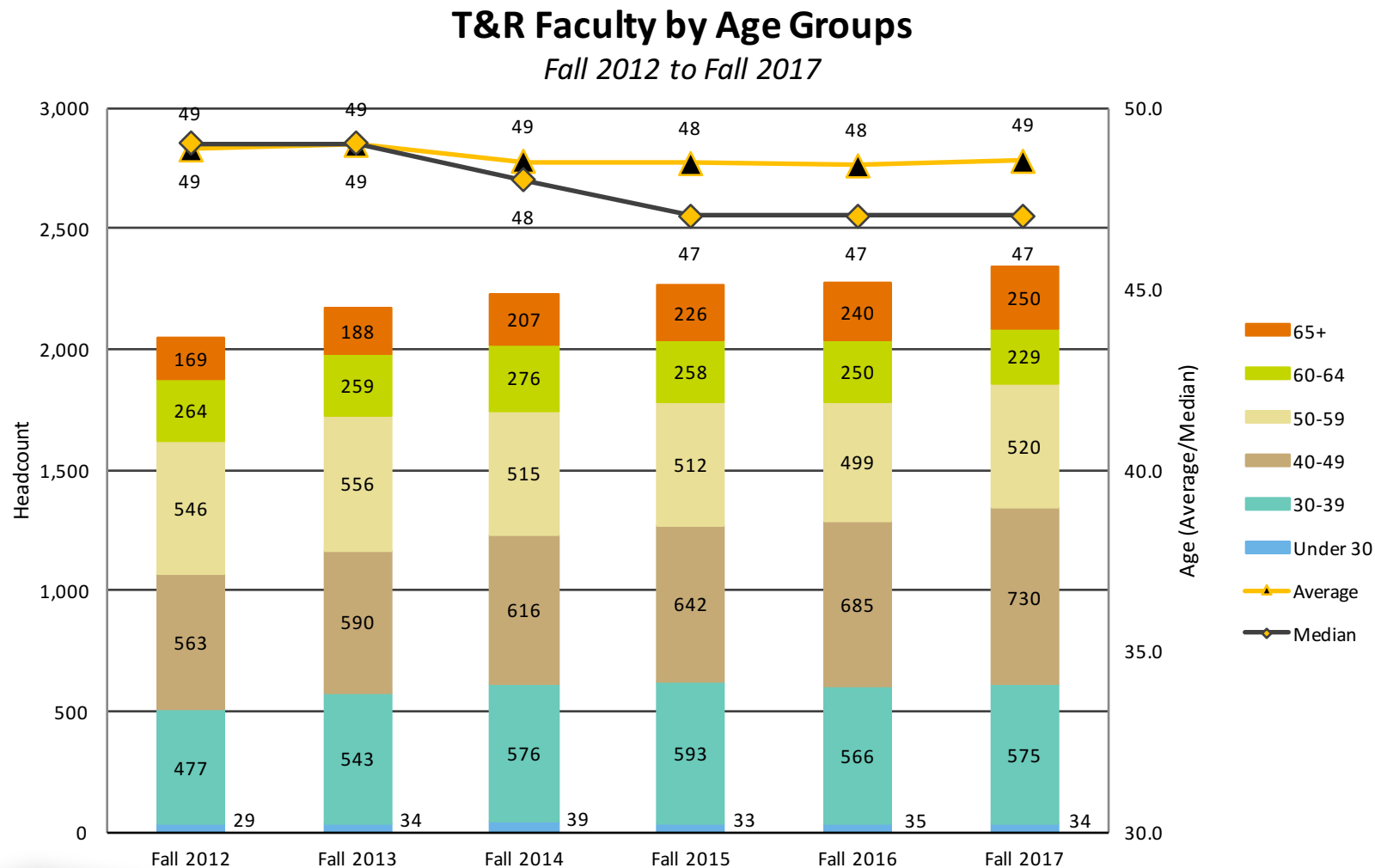


¹ Represents percentage of full-time T&R faculty whose race/ethnicity was known. May not total to 100%.

² Includes all categories of race/ethnicity listed among Two or More Races.

Source: U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics, Full-time Faculty among U.S. Degree-granting, Postsecondary Institutions by Race/Ethnicity, Gender and Rank, Fall 2011, 2013 and 2015; VCU Office of Planning & Decision Support, Banner HRIS, Fall Census II 2015, 2017.

Age distribution among T&R faculty has changed the most within the 40-49 range, with modest declines for faculty 50-64



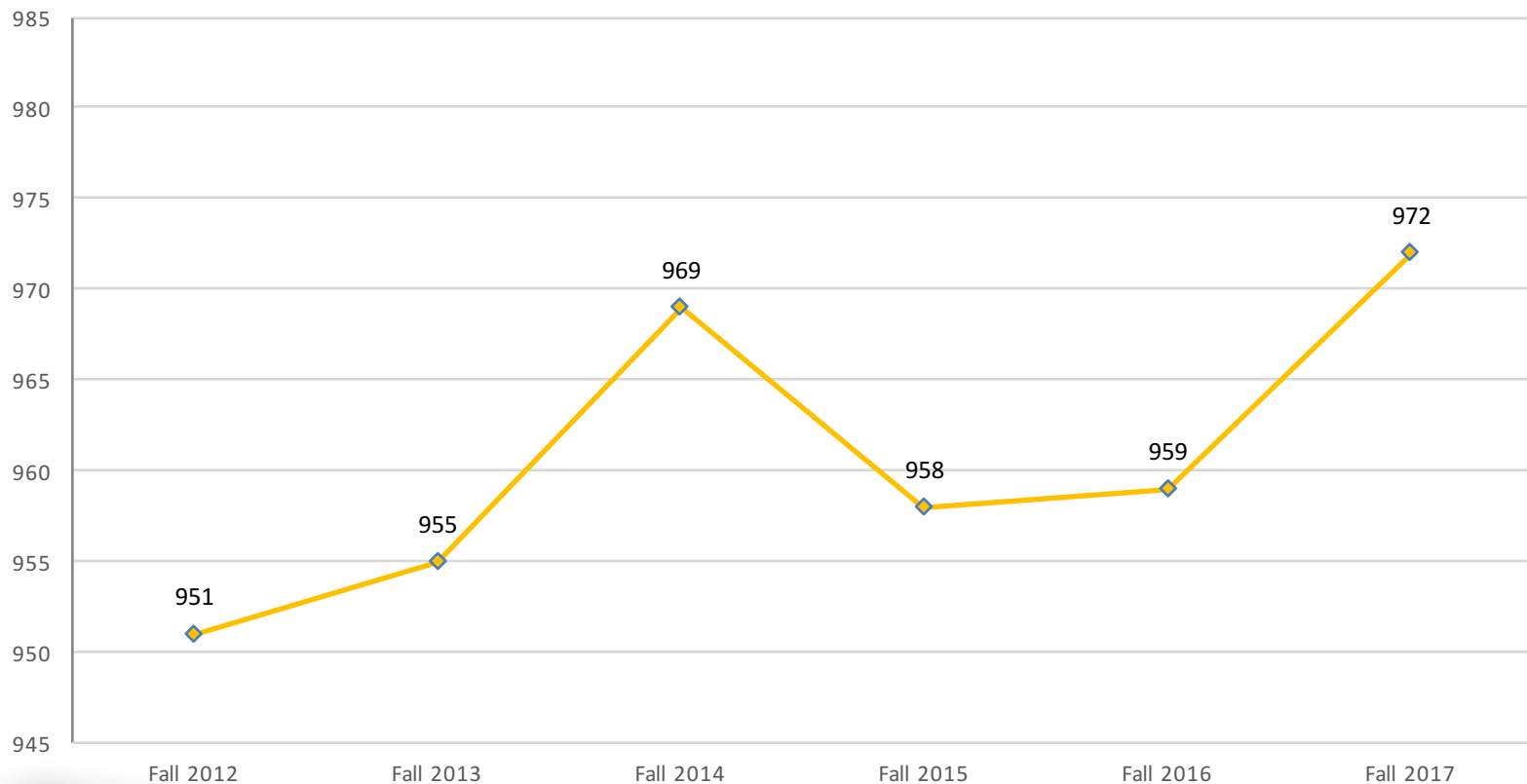
Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.



Tenured / Tenure-Track Faculty

Tenured / Tenure-Track faculty increased by 13 or 1.4%, the first significant growth since fall 2014

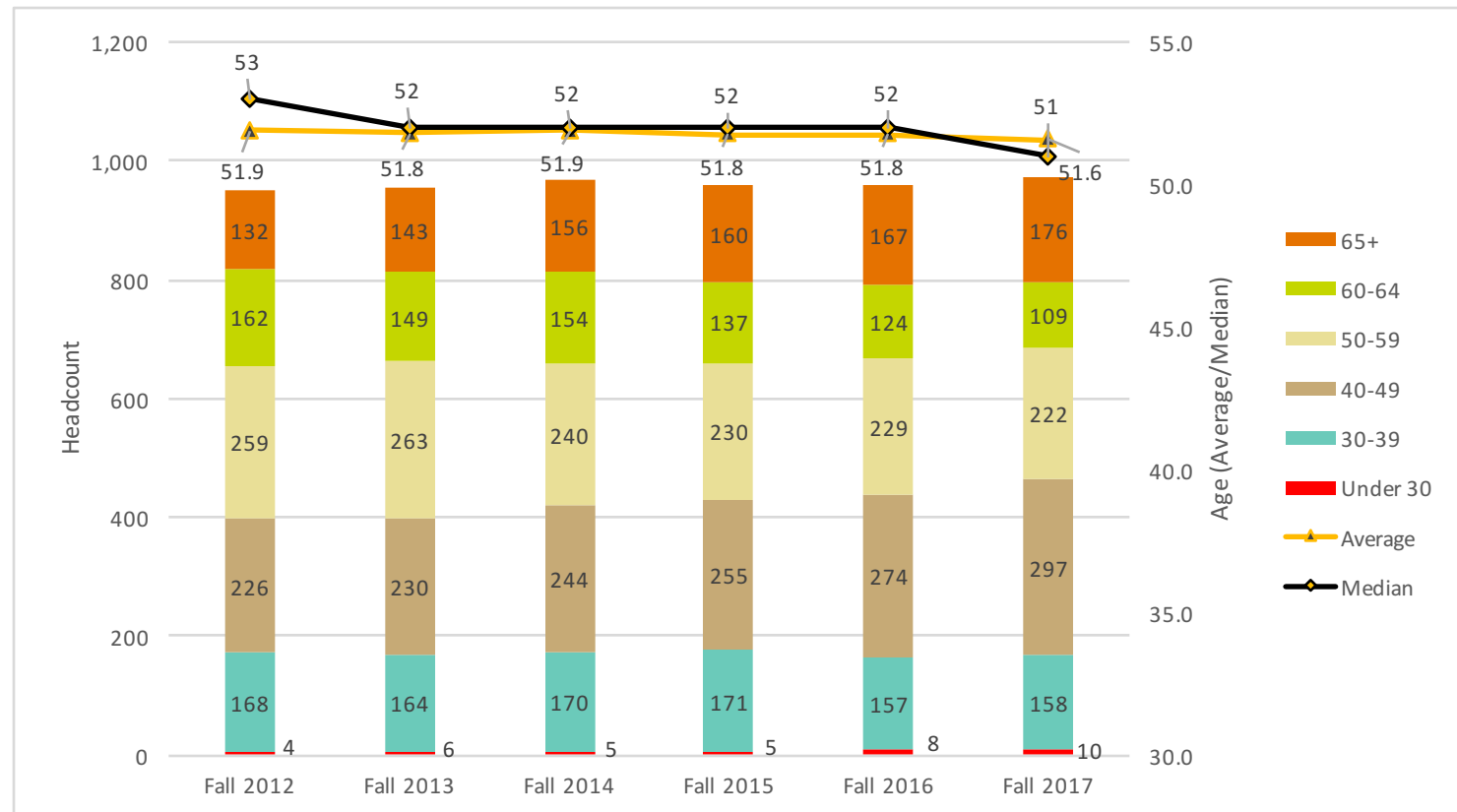
Tenured / Tenure-Track Faculty *Fall 2012 to Fall 2017*



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Average and median age of tenured/tenure-track T&R faculty decreased slightly over the five-year period, as the number of faculty age 30-49 has grown

Tenured / Tenure-Track Faculty by Age Groups
Fall 2012 to Fall 2017

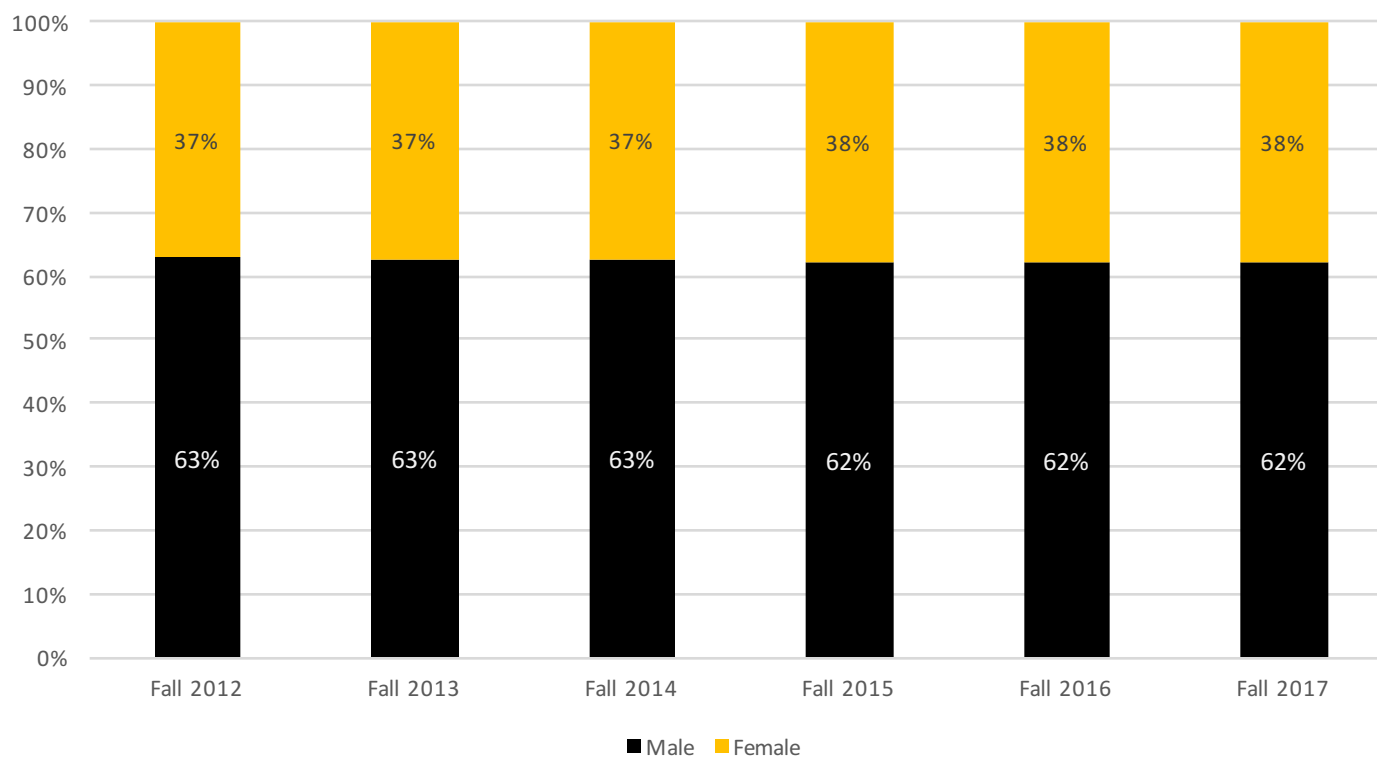


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

Gender diversity remains stable, with female T/TT faculty continuing to represent 38% of total T/TT faculty

Tenured / Tenure-Track Faculty by Gender

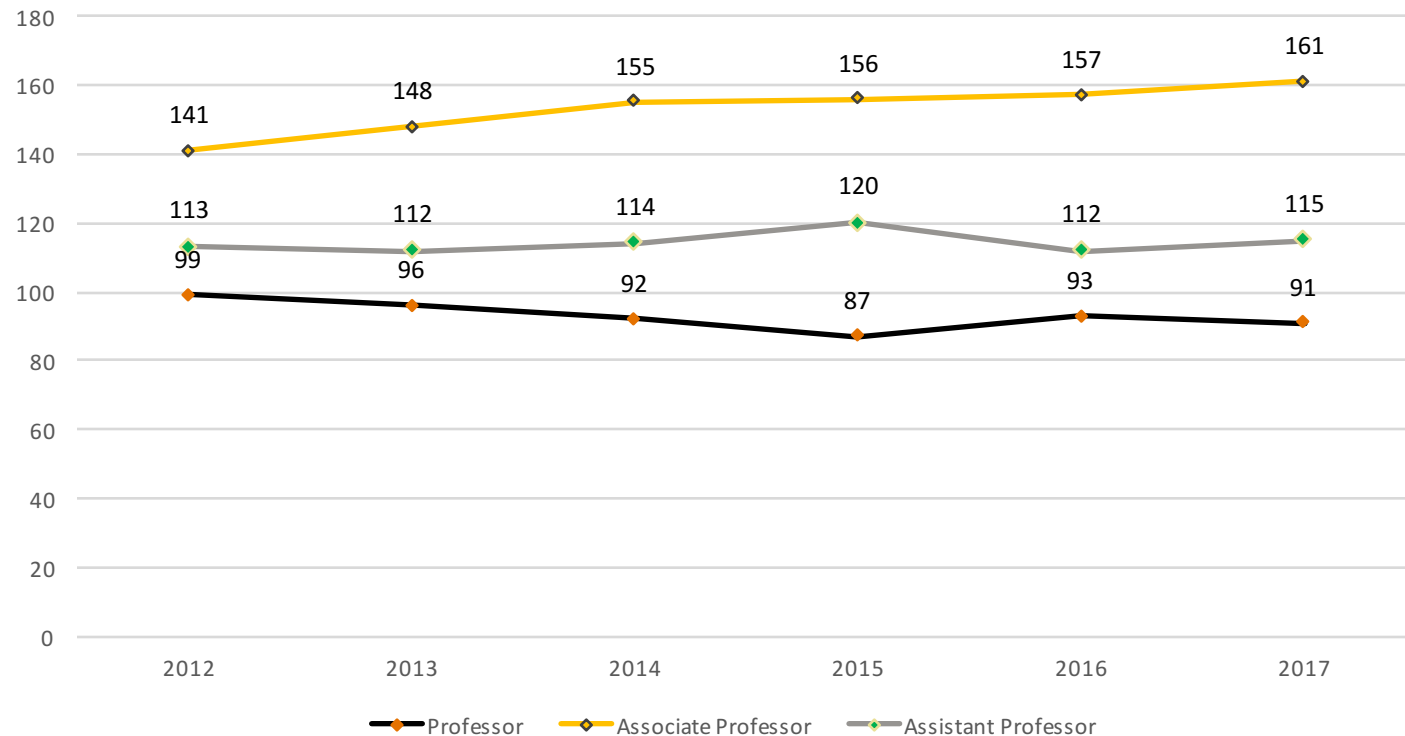
Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Since Fall 2012, female faculty at the Associate Professor rank have grown by 14% and remained relatively flat at the Assistant Professor level, while falling 8% among female Professors

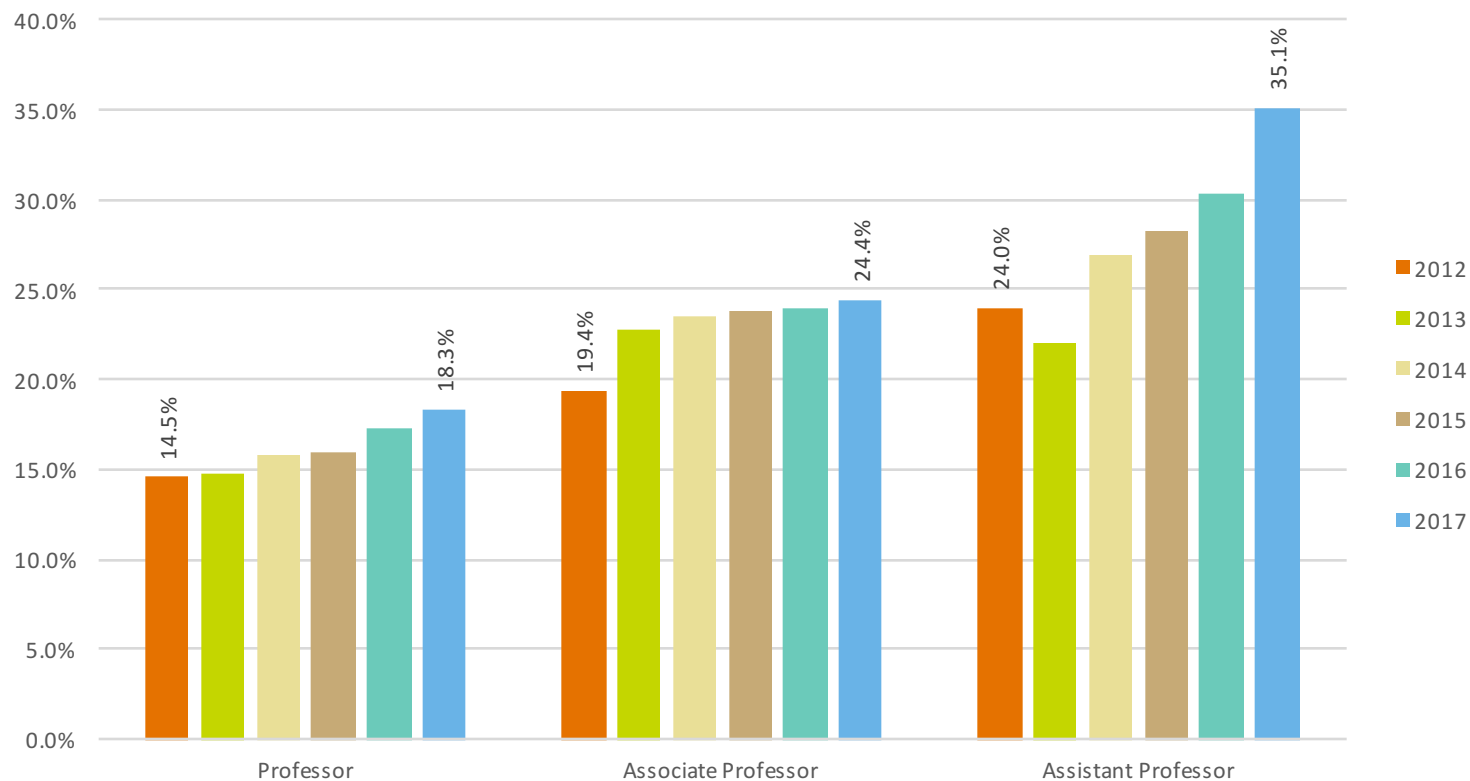
Female Tenured / Tenure-Track Faculty by Rank
Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Minority faculty at VCU have grown as a percent of total tenured and tenure-track faculty among all ranks...

Minority Tenured / Tenure-Track Faculty as a % of Total¹
Fall 2012 to Fall 2017

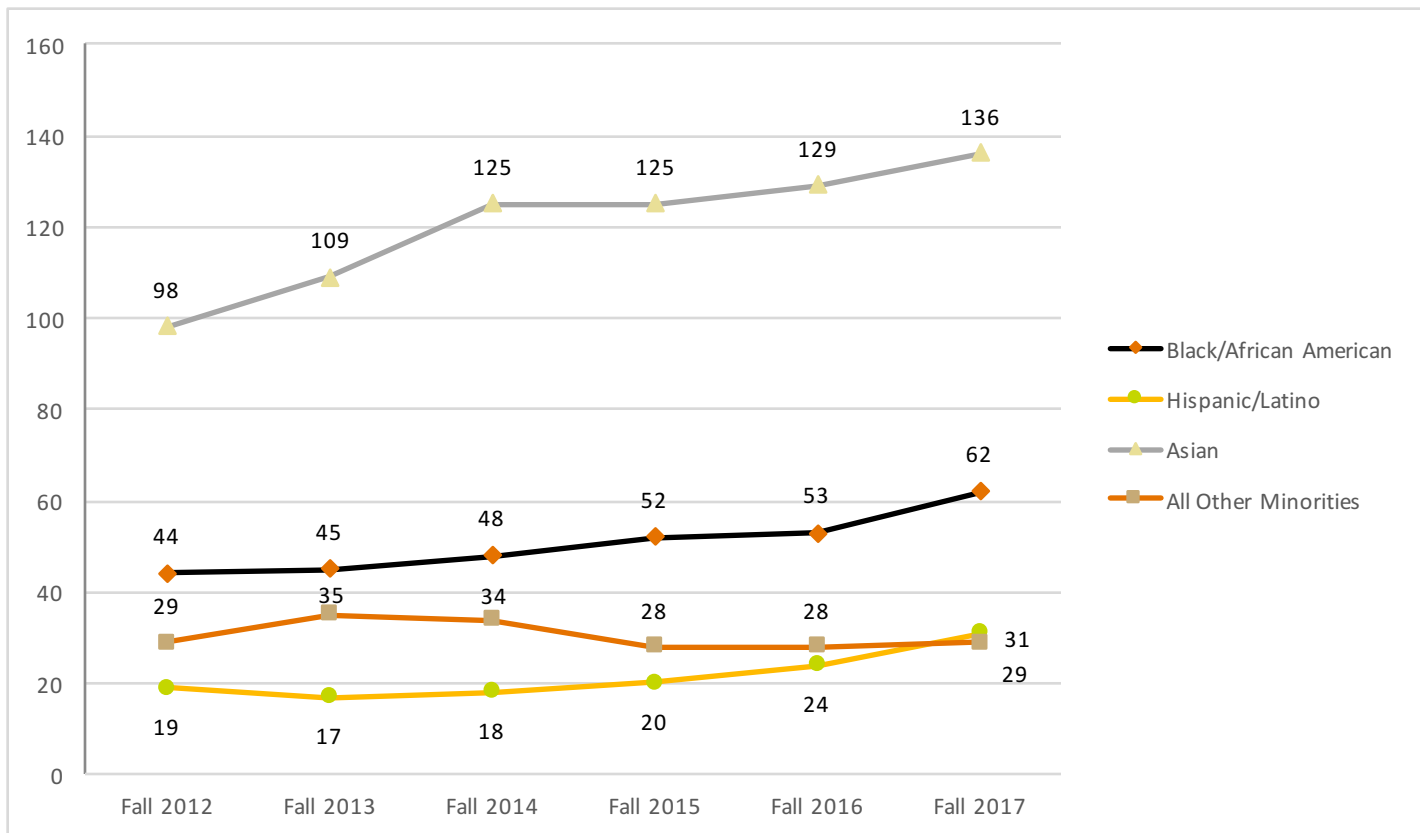


¹ Minorities include American Indian/Alaskan, Asian, Black/African American, Hawaiian / Pacific Islander, Hispanic/Latino, and Two or More Races.
Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

**...yet this growth has come primarily from Asian minorities.
Fall 2017 did demonstrate growth among Black/African
American and Hispanic/Latino T/TT faculty over prior year**

Race/Ethnicity among Tenured / Tenure-Track Faculty

Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Since 2012, under-represented minority¹ tenure-eligible faculty have seen modest year-over-year gains

Tenured / Tenure-Track Faculty Race / Ethnicity Trends *Fall 2012 through Fall 2017*

Race/Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	2011-2016 Difference	2011-2016 % Change
Black/African American	44	45	48	52	53	62	18	40.9%
Hispanic/Latino	19	17	18	20	24	31	12	63.2%
Other URM ¹	13	12	12	10	10	9	-4	-30.8%
Total URM T/TT Faculty	76	74	78	82	87	102	26	34.2%
URM T/TT as % of Total T/TT Faculty	8.0%	7.7%	8.0%	8.6%	9.1%	10.5%	2.5%	--
Asian	98	109	125	125	129	136	38	38.8%
International	27	34	33	27	27	28	1	3.7%
Two or More Races (non-URM)	2	2	3	3	4	3	1	0.1%
Unknown	9	10	7	9	12	9	0	0.0%
White	739	726	723	712	700	694	-45	-6.1%
Total Non-URM T/TT Faculty	875	881	891	876	872	870		
Non-URM as % of Total T/TT Faculty	92.0%	92.3%	92.0%	91.4%	90.9%	89.5%	-2.5%	--
Total T/TT Faculty	951	955	969	958	959	972	21	2.2%
Black/African American as % of Total T/TT Faculty	4.6%	4.7%	5.0%	5.4%	5.5%	6.4%	1.8%	--
Hispanic/Latino as % of Total T/TT Faculty	2.0%	1.8%	1.9%	2.1%	2.5%	3.2%	1.2%	--
White as % of Total T/TT Faculty	77.7%	76.0%	74.6%	74.3%	73.0%	71.4%	-6.3%	--

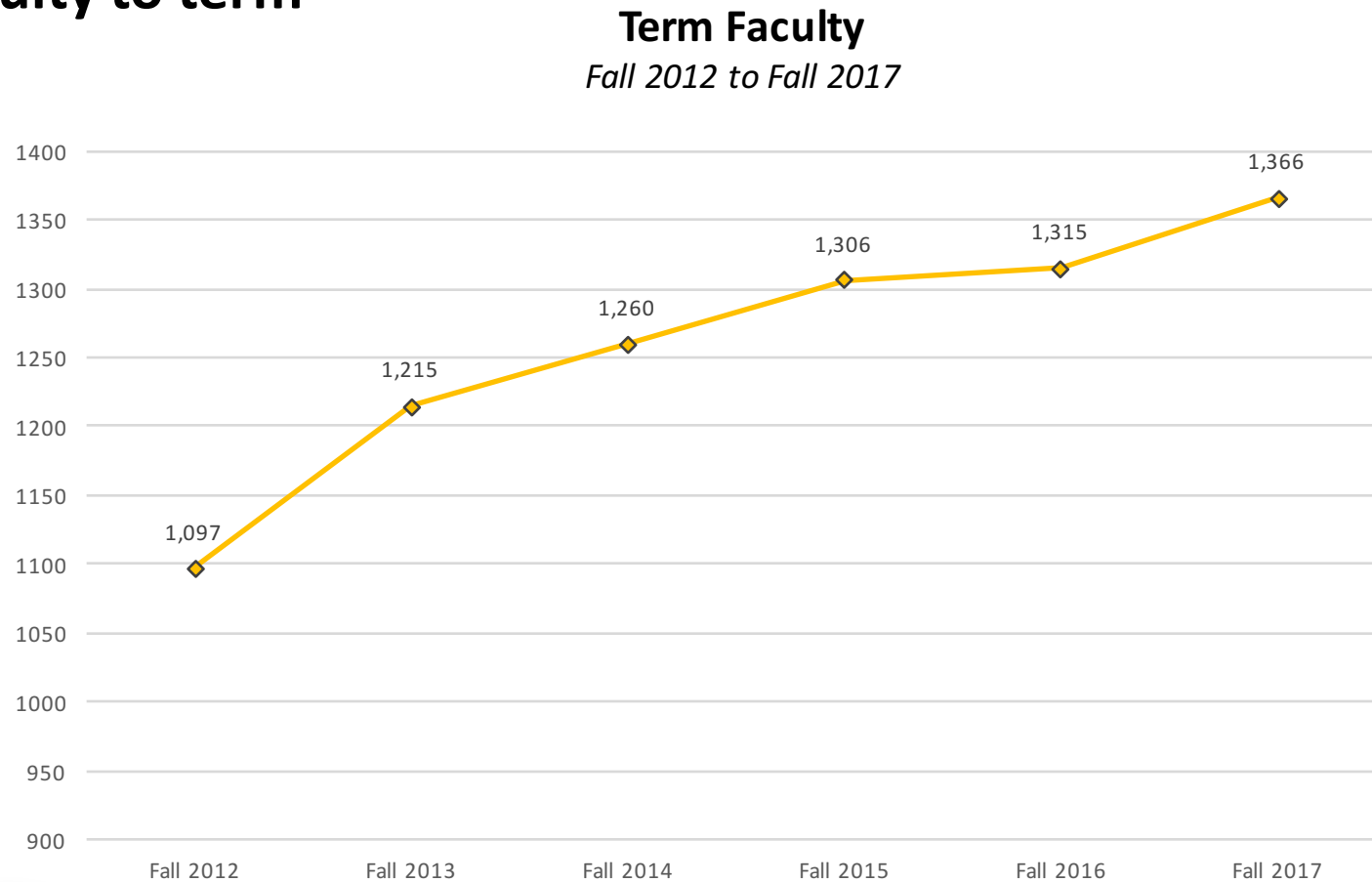
¹ Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Non-Tenure Track (Term) Faculty



Term faculty represent the fastest growing category within T&R faculty, up 24.5% since Fall 2012. Growth between 2012 and 2013 was driven in large part by the conversion of adjunct faculty to term

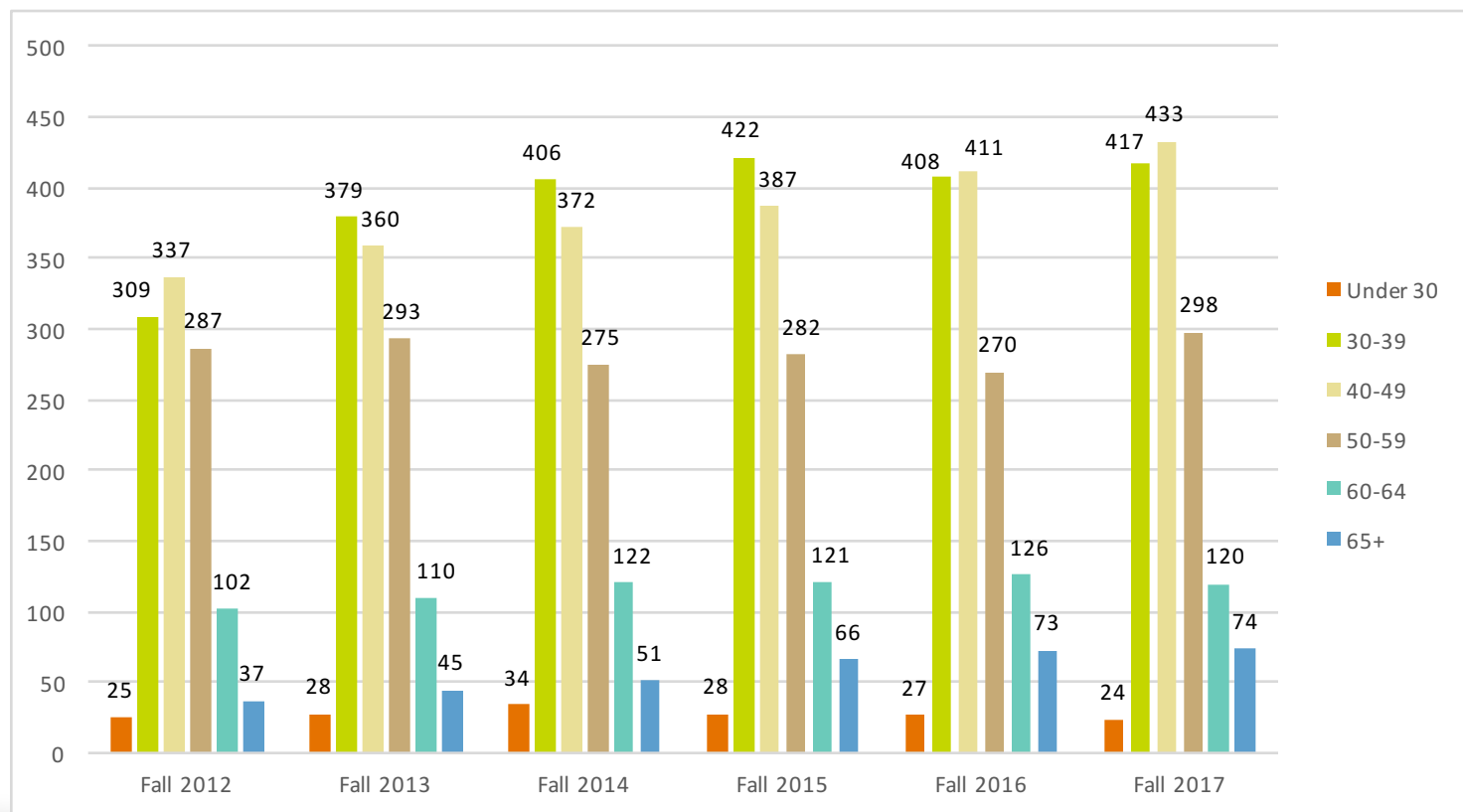


Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Numbers of term faculty within the 30-49 age ranges have shown the largest increase since 2012, growing nearly 32%

Term Faculty by Age Groups

Fall 2012 to Fall 2017

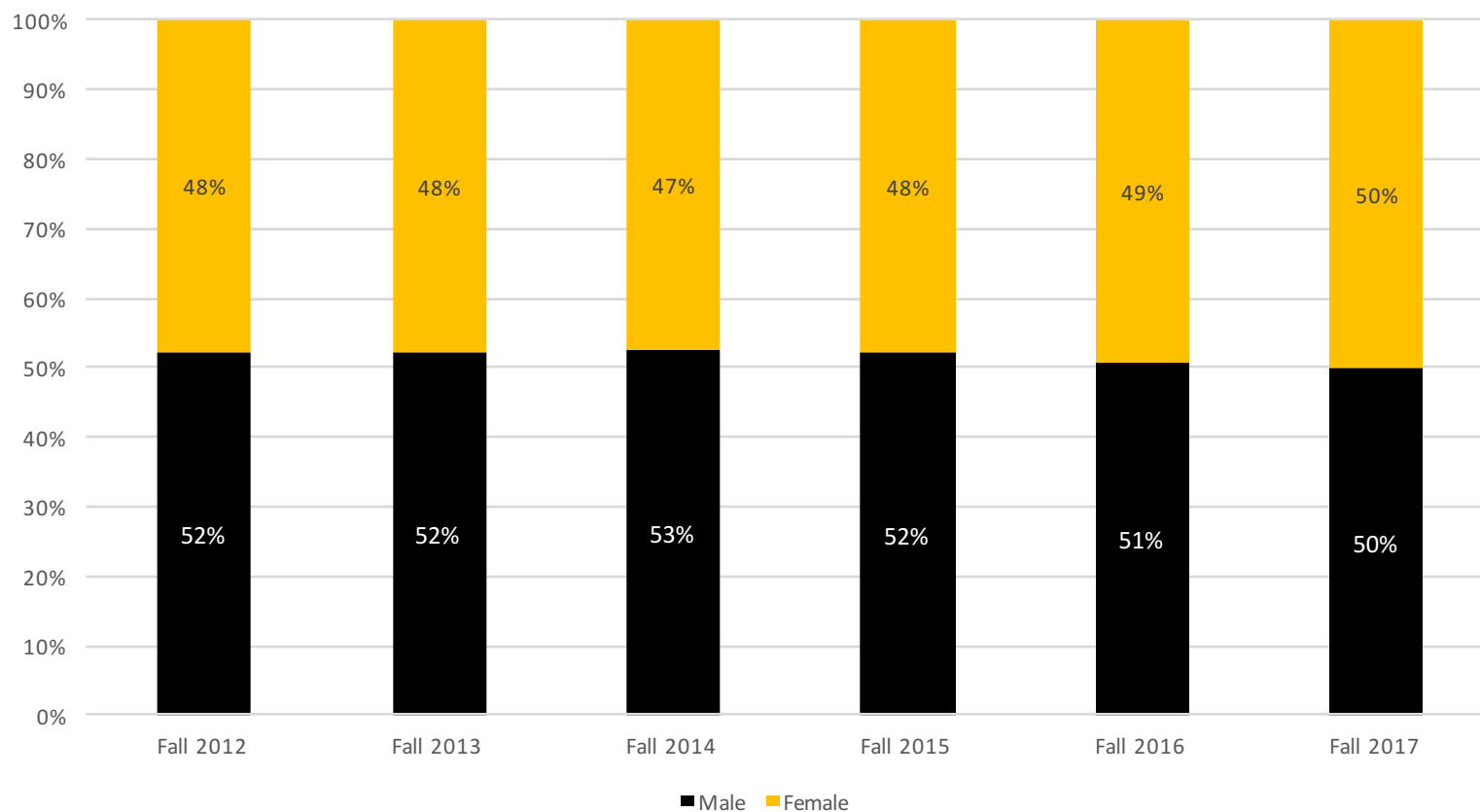


Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Female faculty represent half of all term faculty, a ratio that has grown slowly since fall 2012

Term Faculty by Gender

Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Since 2012, URM term faculty increased 28%, driven by growth of Black/African American faculty. Despite these gains, URM faculty as % of total term faculty remained virtually unchanged (8.8% in Fall 2012 vs. 9% in Fall 2017)

Non-Tenure-Track (NTT) Faculty by Under-Represented Minorities¹

Fall 2012 to Fall 2017

Race/Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	2012-2017 Difference	2012-2017 % Change
American Indian/Alaskan	3	3	4	4	4	3	0	0.0%
Black/African American	52	62	57	61	67	74	22	42.3%
Hispanic/Latino	36	39	39	38	37	39	3	8.3%
Hawaiian/Pacific Islander	1	1	1	1	1	1	0	0.0%
Two or More Races (URM) ¹	5	4	6	8	8	7	2	40.0%
Total URM¹ Non-Tenure-Track Faculty	97	109	107	112	117	124	27	27.8%
URM as % of Total Non-Tenure-Track Faculty	8.8%	9.0%	8.5%	8.6%	8.9%	9.1%	0.2%	--
Asian	134	159	164	164	164	175	41	30.6%
International	40	37	40	56	70	70	30	75.0%
Two or More Races (non-URM)	4	7	7	6	6	8	4	100.0%
Unknown	13	14	12	13	14	10	-3	-23.1%
White	809	889	930	955	944	979	170	21.0%
Total Non-URM, Non-Tenure-Track Faculty	1,000	1,106	1,153	1,194	1,198	1,242	242	24.2%
Non-URM as % of Total Non-Tenure-Track Faculty	91.2%	91.0%	91.5%	91.4%	91.1%	90.9%	-0.2%	--
Total Non-Tenure-Track Faculty	1,097	1,215	1,260	1,306	1,315	1,366	269	24.5%
Black/African American as of Total Non-Tenure-Track Faculty	4.7%	5.1%	4.5%	4.7%	5.1%	5.4%	0.7%	14.3%
Hispanic/Latino as of Total Non-Tenure-Track Faculty	3.3%	3.2%	3.1%	2.9%	2.8%	2.9%	-0.4%	--
White as of Total Non-Tenure-Track Faculty	1,097	1,215	1,260	1,306	1,315	1,366	269	24.5%

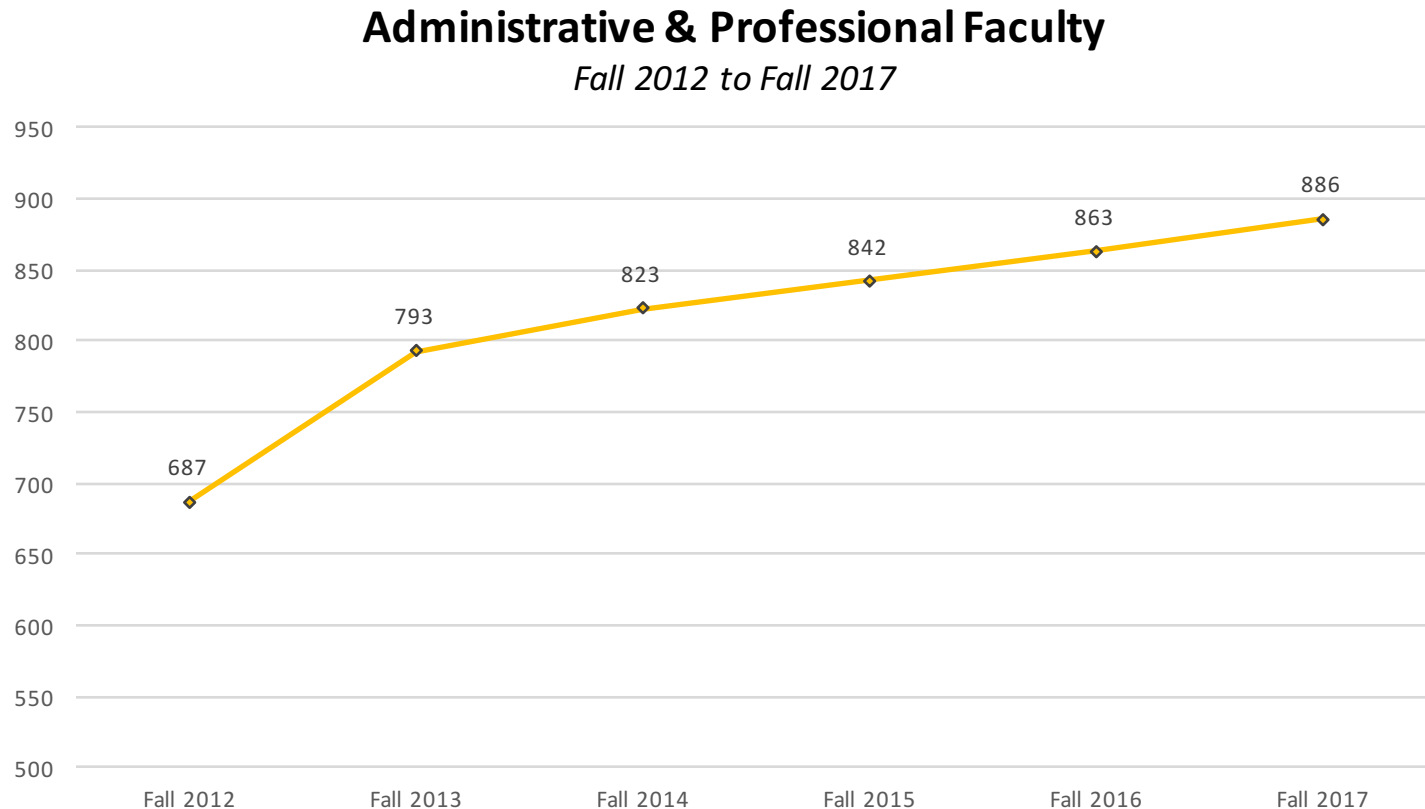
¹ Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.



Administrative & Professional Faculty

A&P faculty have seen the largest overall growth among any faculty category over the past five years, increasing 31.8% from fall 2012 to 2017

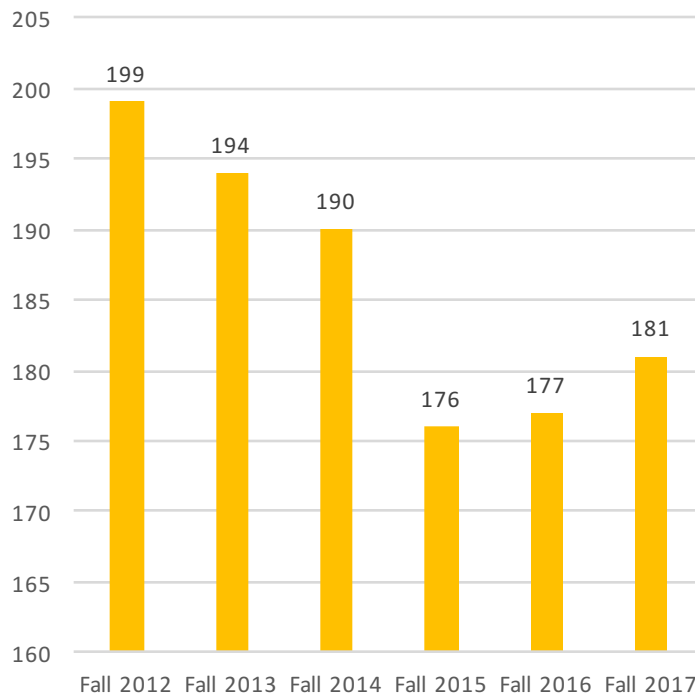


Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

The number of professional faculty has grown more than 48% since Fall 2012, while numbers of administrative faculty have dropped 9%

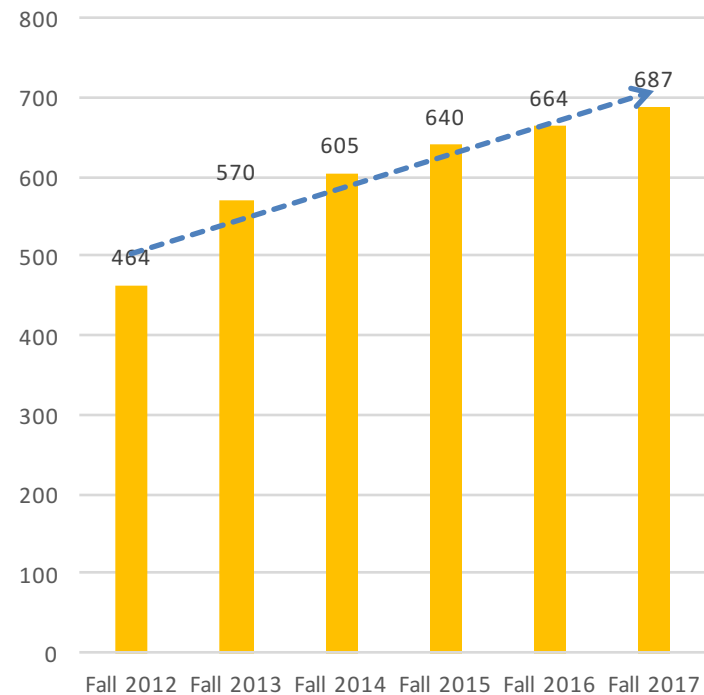
Administrative Faculty¹

Fall 2012 to Fall 2017



Professional Faculty¹

Fall 2012 to Fall 2017



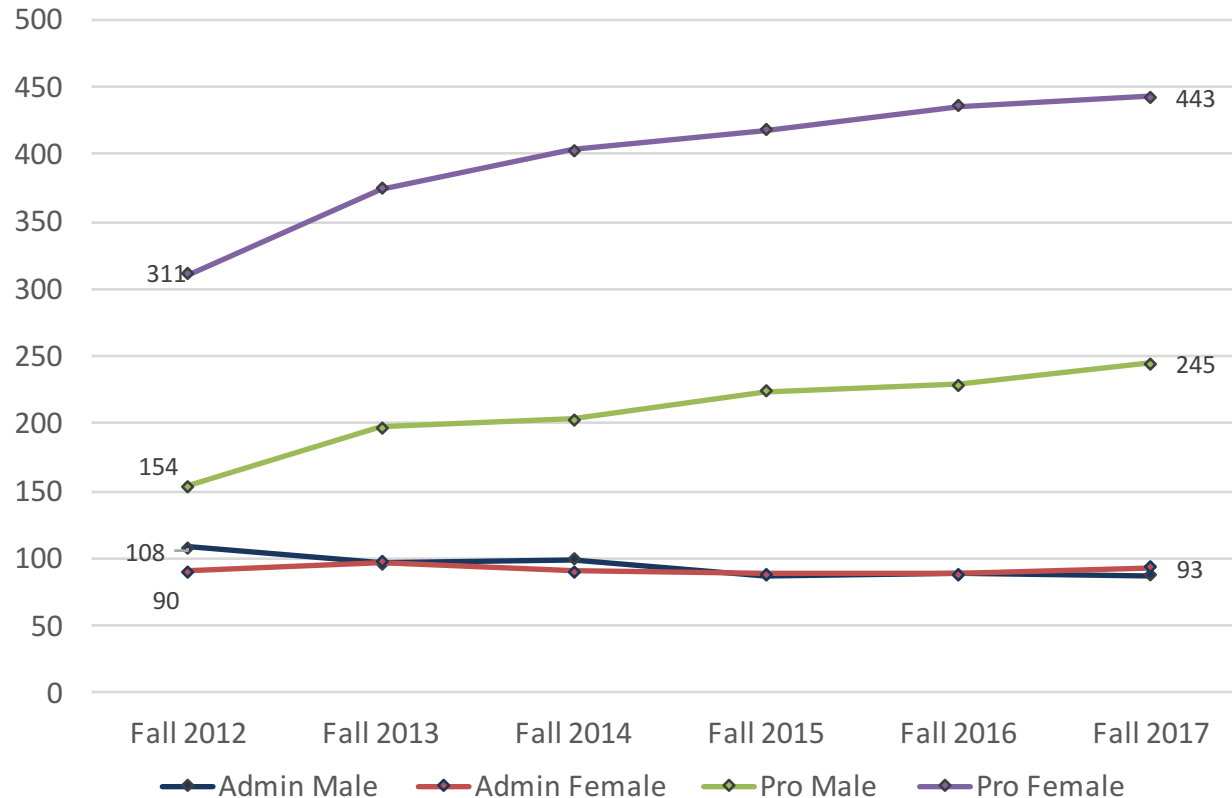
¹ Does not include VCU Qatar faculty, whose A&P faculty appointments are not differentiated between Administrative and Professional in Banner HR.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Women represent nearly two-thirds of all A&P faculty, a ratio that has remained relatively constant since fall 2012

A&P Faculty¹ by Gender

Fall 2012 to Fall 2017

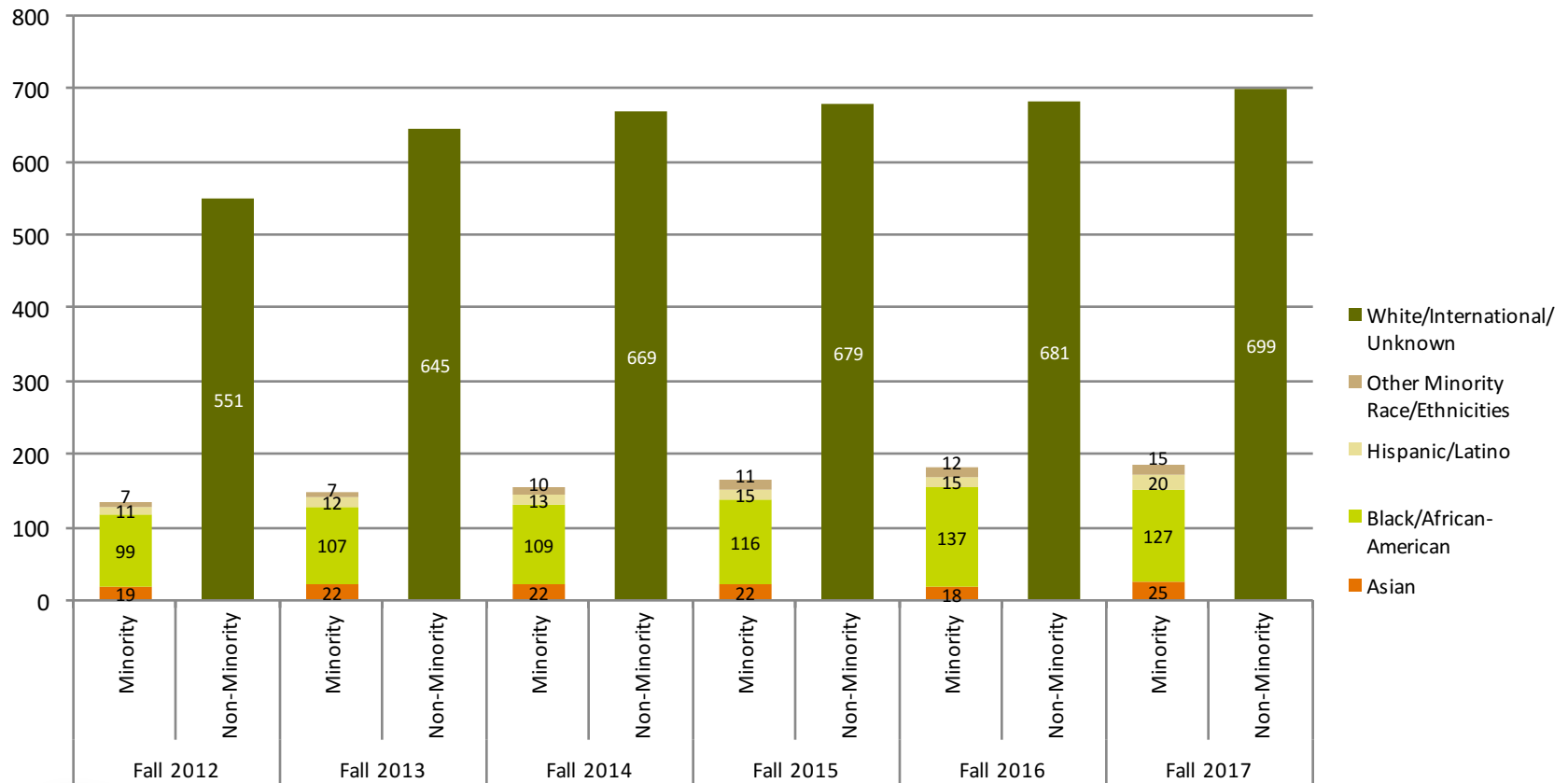


¹ Does not include VCU Qatar faculty, whose A&P faculty appointments are not differentiated between Administrative and Professional in Banner HR.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Minority faculty as a percent of total A&P faculty increased from 18.7% in 2013 to 21.1% in Fall 2017

Minorities among A&P Faculty
Fall 2012 to Fall 2017

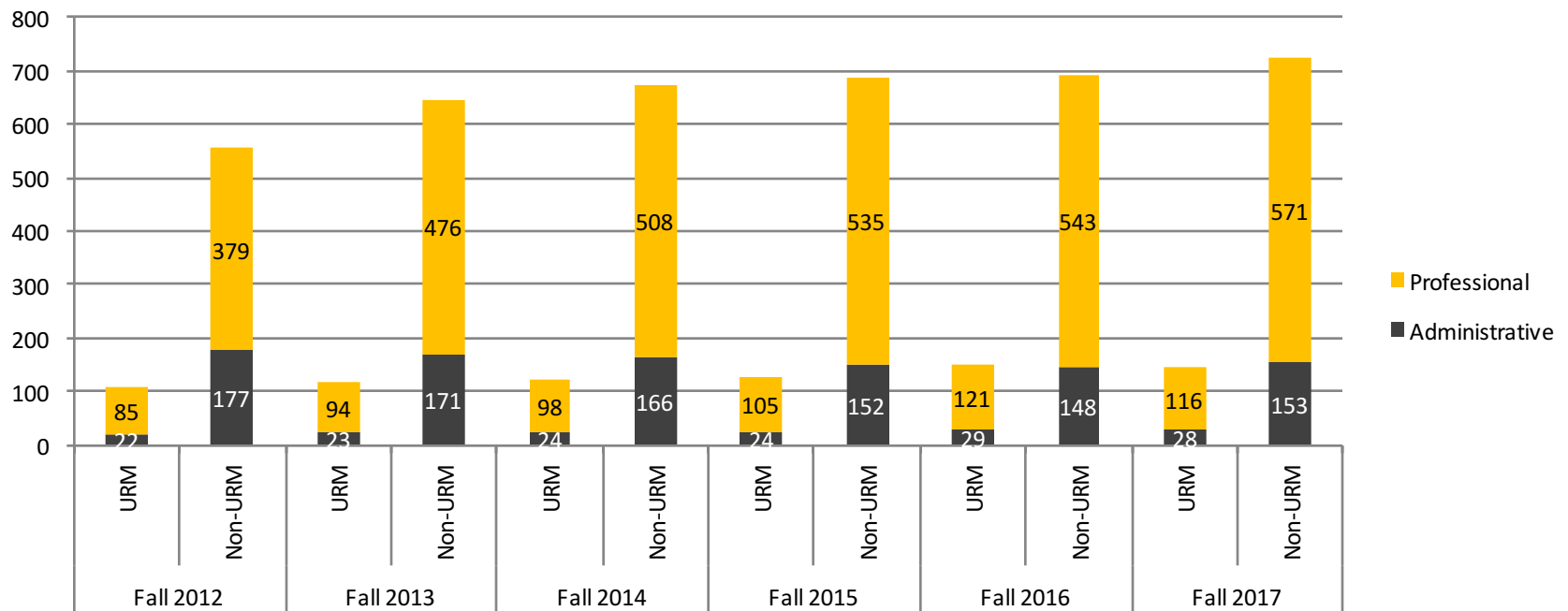


Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

The overall number of A&P faculty who are underrepresented minorities has increased 34.6% (36% in Professional and 27% in Administrative). Despite these gains, URM as % of total A&P Faculty remained relatively flat

Administrative & Professional Faculty¹ by Underrepresented Minority²

Fall 2012 to Fall 2017



¹ Does not include VCU Qatar faculty, whose A&P faculty appointments are not differentiated between Administrative and Professional in Banner HR.

² Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

As of Fall 2017, under-represented minorities comprise 16% of all administrative faculty, with nearly one-third more URM administrators than 5 years ago, nearly all African American

Administrative Faculty¹ by Underrepresented Minorities ²

Fall 2012 to Fall 2017

Race/Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	2012-2017 Difference	2012-2017 % Change
American Indian/Alaskan	1	1	0	0	0	0	-1	-100%
Black/African American	19	20	20	21	25	25	6	31.6%
Hawaiian/Pacific Islander	0	0	1	1	1	0	-	-
Hispanic/Latino	2	2	3	2	3	3	1	50.0%
Total URM Administrative Faculty¹	22	23	24	24	29	28	6	27.3%
URM as % of Total Administrative Faculty	11.1%	11.9%	12.6%	13.6%	16.4%	15.5%	4.4%	--
Asian	7	7	6	6	5	6	-1	-14.3%
International	0	0	1	0	0	0	-	-
Two or More Races (non-URM)	2	2	1	1	1	1	-1	-50.0%
Unknown	1	1	1	1	2	1	0	0.0%
White	167	161	157	144	140	145	-22	-13.2%
Total Non-URM Administrative Faculty	177	171	166	152	148	153	-24	-13.6%
Non-URM as % of Total Administrative Faculty	88.9%	88.1%	87.4%	86.4%	83.6%	84.5%	-4.4%	--
Total Administrative Faculty	199	194	190	176	177	181	-18	-9.0%
Black/African American as % of Total Administrative Faculty	9.5%	10.3%	10.5%	11.9%	14.1%	13.8%	4.3%	--
Hispanic/Latino as % of Total Administrative Faculty	1.0%	1.0%	1.6%	1.1%	1.7%	1.7%	0.7%	--
White as % of Total Administrative Faculty	83.9%	83.0%	82.6%	81.8%	79.1%	80.1%	-3.8%	--

¹ Does not include VCU Qatar faculty, whose A&P faculty appointments are not differentiated between Administrative and Professional in Banner HR.

² Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Within the professional faculty ranks, under-represented minorities comprise 16.9% of the total Fall 2017 professional faculty

Professional Faculty¹ by Under-Represented Minorities²

Fall 2012 to Fall 2017

Race/Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	2012-2017 Difference	2012-2017 % Change
American Indian/Alaskan	0	0	2	1	2	2	2	--
Black/African American	77	85	87	92	108	98	21	27.3%
Hispanic/Latino	8	9	9	12	11	16	8	100.0%
Total URM Professional Faculty¹	85	94	98	105	121	116	31	36.5%
URM as % of Total Professional Faculty	18.3%	16.5%	16.2%	16.4%	18.2%	16.9%	-1.4%	--
Asian	10	12	13	12	11	18	8	80.0%
International	8	8	9	10	7	4	-4	-50.0%
Two or More Races (non-URM)	4	4	6	8	8	12	8	200.0%
Unknown	5	4	4	2	5	4	-1	-20.0%
White	352	448	476	503	512	533	181	51.4%
Total Non-URM Professional Faculty	379	476	508	535	543	571	192	50.7%
Non-URM as % of Total Professional Faculty	81.7%	83.5%	84.0%	83.6%	81.8%	83.1%	1.4%	--
Total Professional Faculty	464	570	605	640	664	687	223	48.1%
Black/African American as % of Total Professional Faculty	16.6%	14.9%	14.4%	14.4%	16.3%	14.3%	-2.3%	--
Hispanic/Latino as % of Total Professional Faculty	1.7%	1.6%	1.5%	1.9%	1.7%	2.3%	0.6%	--
White as % of Total Professional Faculty	75.9%	78.6%	78.7%	78.6%	77.1%	77.6%	1.7%	--

¹ Does not include VCU Qatar faculty, whose A&P faculty appointments are not differentiated between Administrative and Professional in Banner HR.

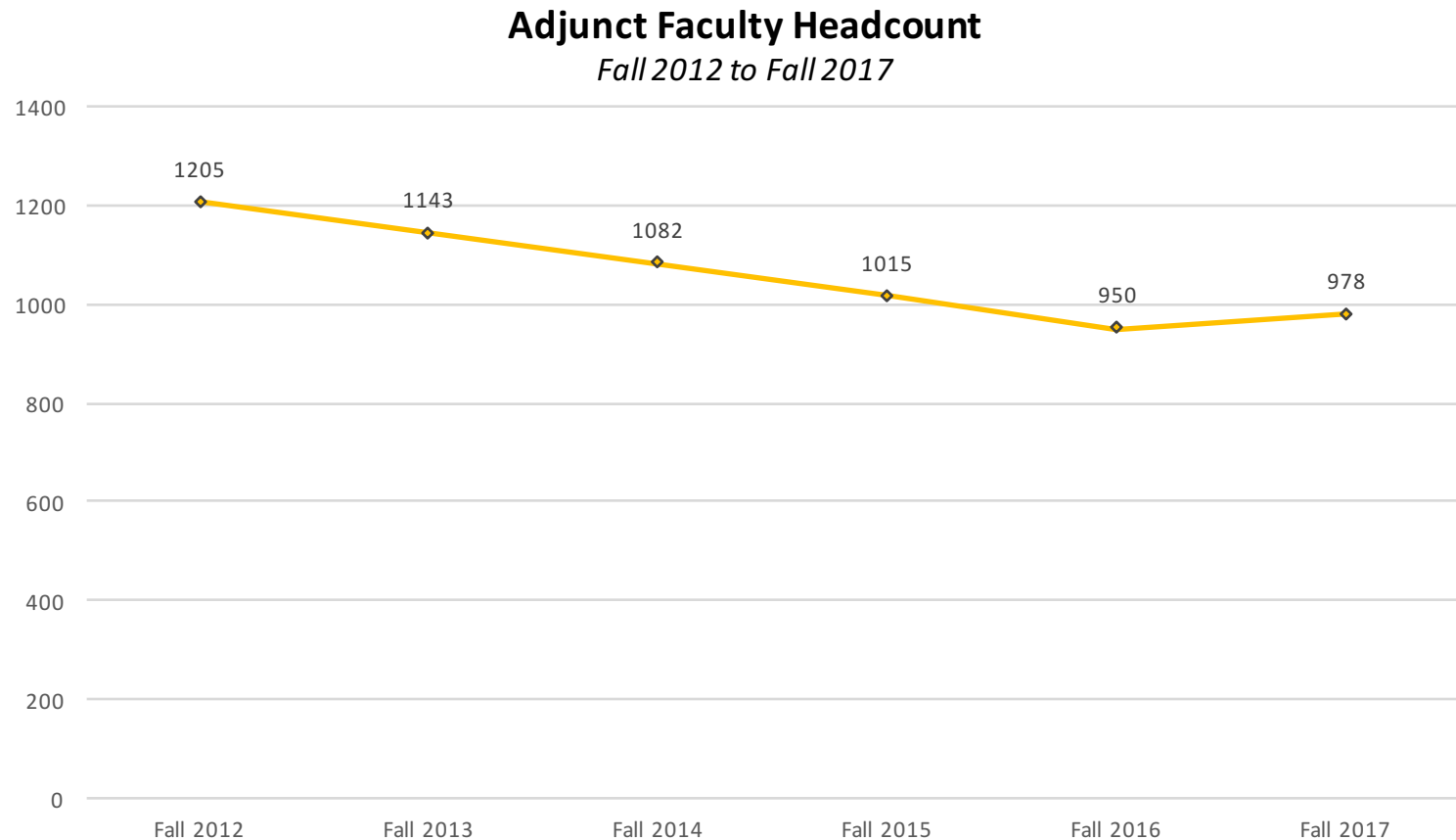
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Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.



Adjunct Faculty

Adjunct faculty headcount continues to fall, with 2017 numbers more than 23% lower than 2012

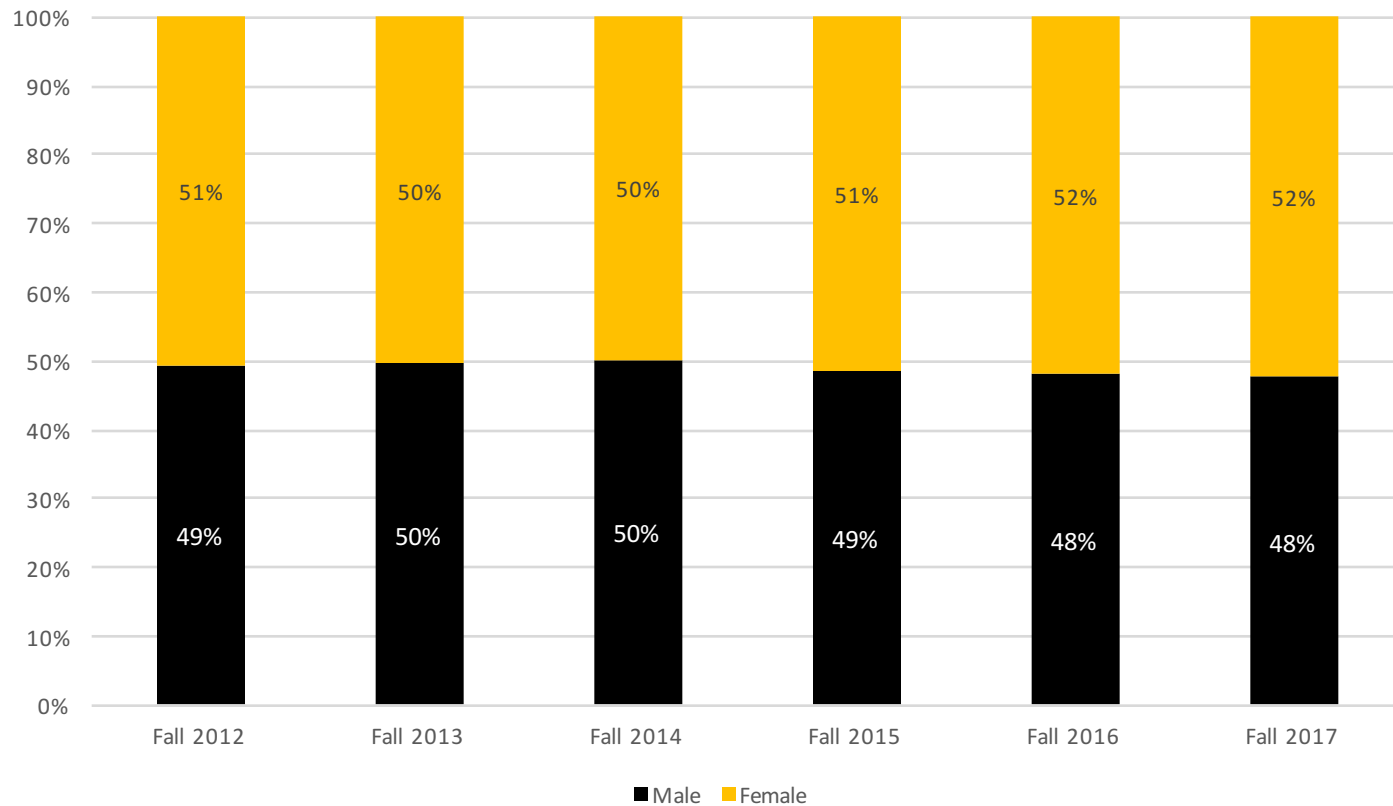


Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

Gender distribution has been fairly consistent among Adjunct faculty at VCU

Adjunct Faculty Headcount by Gender

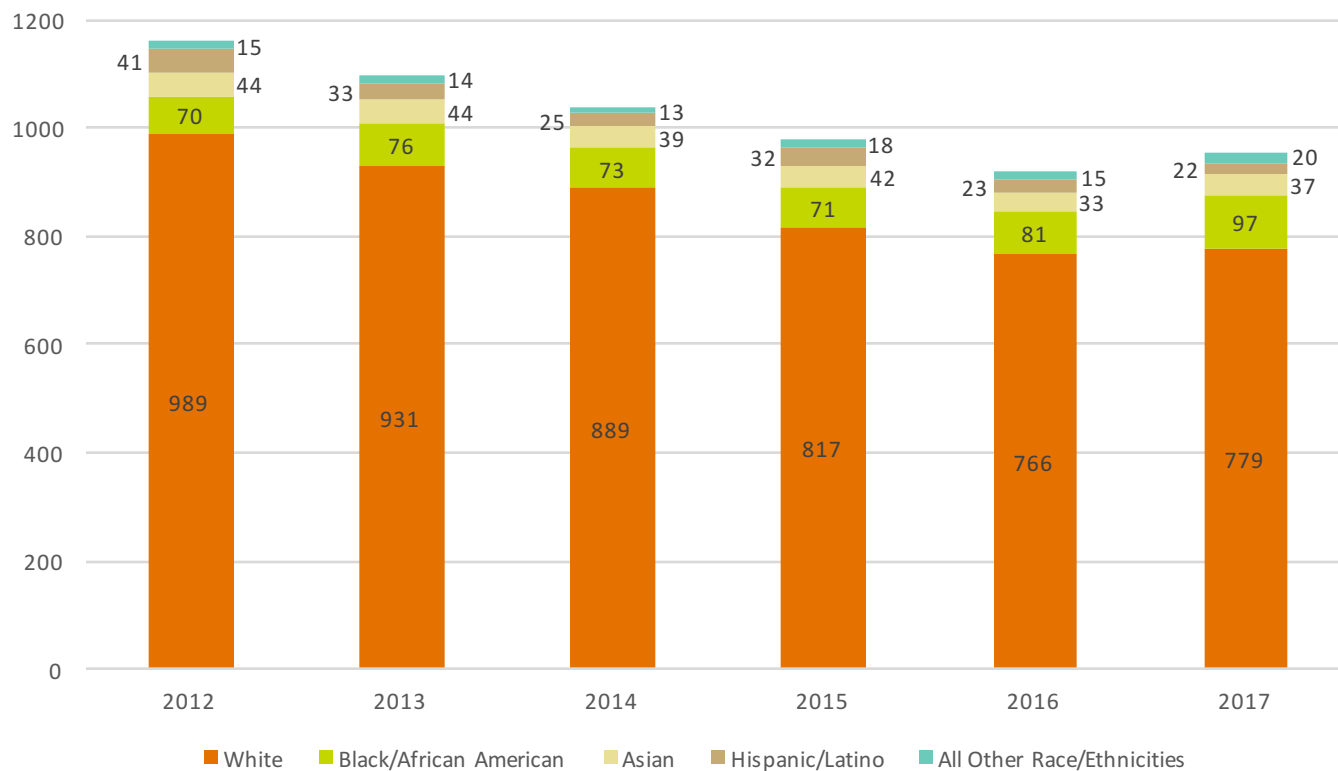
Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.

While overall adjunct faculty numbers have fallen since 2012, Black/African American adjunct faculty have grown more than 38% and now represent nearly 10% of all adjuncts

Minority Race/Ethnicity among Adjunct Faculty
Fall 2012 to Fall 2017



Source: Office of Planning and Decision Support, October 2017. Based on Fall, Census II data, HRIS extract.